## Wage and Benefit Schedule for San Diego and Imperial Counties (Local 230)

## ARCA/MCA and District Council 16 Service Master Labor Agreement September 5, 2022 - Septembber 3, 2023



Square   S	Classification	Wage	PTO*	Total Tavable	401Δ	Natl Pension	Natl Train	PIPF	HATC	1.84	Pension	H&W***	Ret X-mas	ARCA/MCA	Dues**	Total
Apprentice 1 (50%) (***)																
Apprentice 2 (60%) (***)	ourneyman (200%)	<b>V12110</b>	<b>V</b> 1.05	<b>V</b> 15.05	<b>V</b> 2.02	72.00	¥0.10	<b>V</b> 0 0	7-1	¥0.50	VIII.	***	70.00	******	(+=:==)	•
Apprentice 2 (60%) (***)	Apprentice 1 (50%) (***)	\$20.73	\$2.20	\$22.93	\$0.26	\$0.26	\$0.10	\$0.35	\$1.10	\$0.38	\$0.00	\$9.76	\$0.00	\$0.38	(\$1.35)	\$35.57
Apprentice 3 (70%)		\$24.88	\$2.63	\$27.51	\$0.26	\$0.26	\$0.10	\$0.53	\$1.10	\$0.38	\$0.00	\$9.76	\$0.00	\$0.38	(\$1.85)	\$40.28
Apprentice 4 (80%)	**				\$0.26	\$0.66	\$0.10	\$0.53	\$1.10	\$0.38	\$3.62	\$9.26	\$0.64	\$0.38	(\$1.85)	\$49.02
Apprentice 5 (90%)  Glassification  Mechanical Equipment Serviceman  Mechanical Equipment Serviceman (MES)(****)(*****)  So%-80% \$2.63  \$2.90  \$3.76  \$0.00  \$0.10  \$0.53  \$1.10  \$0.38  \$4.66  \$9.26  \$0.77  \$0.38  \$4.65  \$9.27  \$0.77  \$0.38  \$1.85)  \$5.97  \$0.38  \$1.10  \$0.38  \$0.00  \$0.00  \$0.10  \$0.53  \$1.10  \$0.38  \$0.00  \$0.00  \$0.10  \$0.38  \$0.00  \$0.00  \$0.10  \$0.35  \$1.10  \$0.38  \$0.00		\$33.17	\$3.51	\$36.68	\$0.33	\$0.66	\$0.10	\$0.53	\$1.10	\$0.38	\$4.14	\$9.26	\$0.72	\$0.38	(\$1.85)	\$54.28
Mechanical Equipment Serviceman Mechanical Equipment Serviceman (MES)(***)(****)*  50% -80% \$2.63 \$2.90 \$3.76 \$0.10 \$0.53 \$1.10 \$0.38 \$0.00 \$9.76 \$0.00 \$0.38 (\$1.85)  Tradesman (***) minimum wage varies by City/County see CA Labor Code  Minimum Wage \$0.35 \$0.00 \$0.00 \$0.10 \$0.35 \$1.10 \$0.38 \$0.00 \$9.76 \$0.00 \$0.38 (\$1.85)  NOTES:  (*) Paid Time Off (PTO) contribution is paid at time and one-half on all overtime hours.  (**) NOTE: Dues are included in the base wage for all classifications and for all hours worked. After taxing, deduct the appropriate Dues from wages.  The per employee amount which is included in the "Composite Rate" is sent to the Joint Trust Depository. Off those Dues, Administrative Dues of (\$1.35) is comprised of DC16 Dues Check-Off of (\$1.10), Local Union Dues (\$.15) and United Association Organizing (\$1.0)  All other classifications Dues of (\$1.85) are comprised of DC16 Dues Check-Off of (\$1.10), Local Union Dues (\$.65), United Association Organizing (\$1.0)  (****) NOTE: Apprentice 1, Apprentice 2, MES & Tradesman H&W amount is \$.50 higher which goes into their HRA account because they do not have a Pension.  All other classifications lowered their HRA and moved their \$5.00 to Pension  NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.38 per hour worked for all classifications under this Agreement. That amount, which will be included in the "Composite Rate" is to be sent to the Joint Trust Depository.	• • • • • • • • • • • • • • • • • • • •	\$37.31	\$3.95	\$41.26	\$0.33	\$0.66	\$0.10	\$0.53	\$1.10	\$0.38	\$4.66	\$9.26	\$0.77	\$0.38	(\$1.85)	\$59.43
Mechanical Equipment Serviceman (MES)(****)(****)  50%-80% \$2.63 \$2.90 \$3.76 \$0.10 \$0.53 \$1.10 \$0.38 \$0.00 \$9.76 \$0.00 \$0.38 (\$1.85)  Tradesman (***) minimum wage varies by City/County see CA Labor Code  Minimum Wage \$0.35 \$0.00 \$0.00 \$0.10 \$0.35 \$1.10 \$0.38 \$0.00 \$9.76 \$0.00 \$0.38 (\$1.85)  NOTES:  (**) NOTE: Dues are included in the base wage for all classifications and for all hours worked. After taxing, deduct the appropriate Dues from wages. The per employee amount which is included in the "Composite Rate" is sent to the Joint Trust Depository. Of those Dues, Administrative Dues of (\$1.35) for First Year Apprentices and (\$1.85) for all other classifications will be sent from the Joint Trust Depository directly to District Council 16  First Year Apprentice Dues of (\$1.35) is comprised of DC16 Dues Check-Off of (\$1.10), local Union Dues (\$6.51) and United Association Organizing (\$1.0)  All other classifications Dues of (\$1.85) are comprised of DC16 Dues Check-Off of (\$1.10), local Union Dues (\$6.55), United Association Organizing (\$1.0)  **(****) NOTE: Apprentice 1, Apprentice 2, MES & Tradesman H&W amount is \$.50 higher which goes into their HRA account because they do not have a Pension.  **(*****) NOTE: MES 401A & Natl. Pension % is higher than Journeyman because MES does not have a Pension  NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.38 per hour worked for all classifications under this Agreement. That amount, which will be included in the "Composite Rate" is to be sent to the Joint Trust Depository.	Classification															
Tradesman (***) minimum wage varies by Clty/County see CA Labor Code  Minimum Wage \$0.35  \$0.00  \$0.00  \$0.10  \$0.35  \$1.10  \$0.38  \$0.00  \$0.30  \$0.	Mechanical Equipment Serviceman															
minimum wage varies by City/County see CA Labor Code  Minimum Wage \$0.35  \$0.00  \$0.00  \$0.10  \$0.35  \$1.10  \$0.38  \$0.00  \$0.00	Mechanical Equipment Serviceman (MES)(***)(****)	50% - 80%	\$2.63		\$2.90	\$3.76	\$0.10	\$0.53	\$1.10	\$0.38	\$0.00	\$9.76	\$0.00	\$0.38	(\$1.85)	
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